

Presidential Search Committee to hold public forum

By David Nutter

The Virginia Tech Presidential Search Committee will hold a public forum Saturday, May 1, to hear comments from faculty and staff members, students, alumni, and the general public on factors to be considered in conducting the search, and the criteria by which presidential candidates should be evaluated.

The forum will be held in Squires Brush Mountain Room from 9:30 a.m. to noon.

"As we begin the process of developing the parameters of the presidential job description, the committee felt it important to receive input not only from the campus community but also from interested persons across the state," said Tom Rust, chair of the Presidential Search Committee and a member of the university Board of Visitors.

Rust said that he hopes all of the members of the search

committee will be present at the meeting. "This is an opportunity to advise the search committee on issues important in determining how the next president is selected," he added.

Individuals interested in speaking at the forum need to sign up to speak by April 30. To register, contact the search committee office at 1-5695 or e-mail madigan@vt.edu. Each speaker at the forum will be limited to five minutes.

The search committee will also receive written comments from the public. The comments can be delivered to the committee or mailed to the following address: Virginia Tech Presidential Search Committee, Garvin Center (0472), 1872 Pratt Drive, Blacksburg, Va. 24061.

SPECTRUM

Virginia Tech

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

VOLUME 21 NUMBER 28 THURSDAY, APRIL 15, 1999

TODAY'S EDITION
See page 3
for Faculty Senate
report.

Report shows decrease in black, female enrollment

By Clara B. Cox

Virginia Tech ranks at the bottom among Virginia doctoral universities in the number of black students enrolled and in its percentage of black and women faculty members, according to a report issued by the Office of the Provost during a recent seminar on improving the status of women and minorities at the university.

An assemblage of faculty members and administrators from throughout the campus heard Patricia B. Hyer, associate provost for academic administration and principal investigator on the project, discuss her findings before the group focused on ways to change Tech's dismal figures. The seminar was sponsored by the Office of Multicultural

Affairs and the Office of the Provost.

According to Hyer, African-American undergraduate-student enrollment has declined in percentage and actual numbers from 5.1 percent of the total undergraduate enrollment, or 984 student, in 1993 to 4.2 percent, or 888 students, in 1997. Asian-American undergraduate student enrollment also declined during the period, from 6.9 to 6.6 percent. American Indian enrollment remained steady at .2 percent. Hispanic-American enrollment increased slightly, from 1.5 to 1.8 percent. The largest increase came in international students, from 9 to 1.5 percent. White students represented 85.5 percent of the undergraduate student body in 1993 and 85.6 percent in 1997.

Based on the general population of Virginia,

both African-Americans and Hispanic-Americans are under-represented in the undergraduate student body at Virginia Tech, Hyer said, while Asian-Americans are over-represented.

The percentage of women enrolled in undergraduate programs has also declined. "Women constitute 40.5 percent of undergraduates, the lowest proportion during the five-year period," Hyer said. Yet, she added, "women have higher retention and graduation rates than men."

At the graduate level, Hyer reported that the number of black students has increased from 4.7 percent to 5 percent between 1993 and 1997; however, the last year's figure represented

(See REPORT on 8)

Nakamoto named new marketing head

By Sookhan Ho

The Pamplin College of Business has appointed Kent Nakamoto as the new head of the Department of Marketing, effective July 1.

Nakamoto joined Virginia Tech in 1997 as the R.B. Pamplin professor of marketing. He earned his Ph.D. from Stanford University in 1985. He was formerly director of research at the University of Colorado's business school, where he had been a faculty member since 1992. He had previously taught at the business schools of the University of Arizona and the University of California at Los Angeles.

Nakamoto's research focuses on the implications of consumer behavior for marketing strategy, particularly the development of long-term competitive advantage. He has

(See NAKAMOTO on 8)

Tech connection insures conference success

By Stewart MacInnis

The hard work of the Virginia Tech chapter of a national organization was behind the smooth running of the largest convention ever held at the Hotel Roanoke last week, said the group's president.

"They've done an excellent job organizing this meeting," said Curtis White, president of the group and an associate professor of agricultural education at Clemson University. "The chapter at Virginia Tech, along with those at Virginia State University and North Carolina A&T who co-hosted the meeting, had things ready to go."

Nearly 1,000 students and professionals from across the country converged in Roanoke last week for the three-day Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS) national meeting.

The conference activities centered on a series of presentations and workshops concerning economic and cultural issues, professional-development seminars, and graduate and undergraduate research presentations. It also included a job fair, at

which a wide variety of companies, government agencies, and universities recruited employees and students.

"A lot of teamwork went into this," White said. "It's well organized, and was thought through. The committee members from all three schools [hosting the conference] put in long hours on the planning. I know that for a fact, because they didn't hesitate to give me a call at any hour."

A key contributor to the conference was Larry D. Moore, special assistant to the provost for diversity and co-director of the Virginia Tech Minority Academic Opportunities Program.

"This is the biggest conference ever held by MANRRS," Moore said. "A great deal of work went into this, and we've heard nothing but rave reviews from everybody we've talked to."

The proximity of the conference to Blacksburg made it natural for the inclusion of tours of the Virginia Tech campus for students and faculty members from universities and colleges across the country, Moore said.

(See TECH on 5)



MANRRS participants tour the university's CAVE, a virtual-environment research facility. (R. Griffiths)

Habitat to begin new project

By Christian Moody

The Virginia Tech student chapter of Habitat for Humanity will soon begin work on a home along Nellie's Cave Road in south Blacksburg. Habitat is a group of volunteer that builds homes and, because it has no labor costs, can offer them at low cost to underprivileged individuals or families.

The Nellie's Cave Road home will be the third built on a tract of land for the purpose of providing low-cost housing in Blacksburg. Ground was recently broken on the first lot by the Blacksburg Interfaith group. An alumna from the College of Architecture and Urban Studies (CAUS) provided the funding for students from the college to build the second one.

(See HABITAT on 8)

ACHIEVERS

Michael Badawy's *Developing Managerial Skills in Engineers and Scientists* was chosen by the Spanish government for its "Classicos" eminent books series, in which a publication that is considered a "landmark and classical" contribution to technology and innovation management is selected each year for translation into Spanish. Badawy is a management professor in the Pamplin College of Business MBA program at the Northern Virginia Center.

Marketing Professors **David Brinberg** and **Julie Ozanne** were included in the top 10 percent of researchers who published in top-tier consumer behavior and marketing journals during 1977-1996 in an article, "Structural Analysis of Co-Author Relationships and Author Productivity In Selected Outlets for Consumer Behavior Research," in the *Journal of Consumer Psychology*, January 1999.

George Morgan, the Crestar professor of finance, gave a presentation, "LMDS and the wireless Village: the Virginia WINS Project," at the Wireless and Microwave Instruction

Conference in Tampa, Fla., recently. Morgan was appointed to Virginia Tech's Spectrum Allocation Board for overseeing and coordinating the use of radio spectrum for business and technical research and service in southwest Virginia. Morgan directs the Space and Wireless Business Center, which coordinated the university's purchase of "local multi-point distribution-service" licences in an electronic auction run by the Federal Communications Commission last year. He created and organized the LMDS Research Consortium to bring together companies interested in broadband wireless business and technology.

James Johnson, a professor in forestry, and **Tom Hammett**, an associate professor in wood science and forest products, hosted a delegation of forestry administrators from Albania the last week of March. The group of Albanian federal agency and university administrators spent three days in southwest Virginia touring the Blacksburg Ranger District, Mount Rogers, and the New River Valley Highlands RC&D in Wytheville.

Management professor **Jerry Robinson** and the Pamplin College of Business hosted a group of Slovenian faculty members and executive MBA students on campus in late March. Earlier, during spring break, Robinson led a group of Pamplin students on a two-week study-abroad program to Europe, which included a stay in Maribor, Slovenia.

"Virginia Tech and the University of Maribor in Slovenia have been partners in several exchange opportunities in recent years," Robinson said.

During their one-week stay, the Slovenians attended classes and seminars and visited local businesses. Two of their faculty members gave informal seminars. Management Professor Mitja Tavcar discussed "Management in a Post Socialist State." Davor Savin, Professor of Macro-Economics And Finance, discussed "The E.C. and the Euro: Implications for Europe and the U.S." Savin previously served in the Yugoslav finance ministry and is currently a counselor to the Slovenian government.

CHRE's Johnson honored with two distinctions

By Jean Elliott

Janet M. Johnson, dean of the College of Human Resources and Education, has been recently honored with two separate distinctions.

Governor Jim Gilmore appointed Johnson to the new Virginia Charity Food Assistance Advisory Board, an honor that required Johnson to make a trip to the Montgomery County Courthouse. To be formally accepted onto the board, Johnson had to pledge under oath to uphold the constitution of the United States. Created during last year's General Assembly session, the 15-member board advises the Board of Agriculture and Consumer Services and the Department of Agriculture and Consumer Services on the implementation of a Virginia charity-food-purchase program.

According to Mark Miner, Gilmore's press officer, "Members also are charged with studying ways the department or other agencies might help to reduce the incidence of hunger, under-nutrition and short-term food or nutritional shortages among the needy."

"Much work remains if we are to realize our dream of an even greater Virginia," Gilmore said. "With the commitment of state, local and volunteer officials working cooperatively, I am confident reducing the incidence of hunger will be a more feasible and manageable goal."

The advisory board is due to report its recommendations to Commissioner of Agriculture and Consumer Services J. Carlton Courter III by July 1.

Johnson will also be honored with the

Consumer and Family Sciences Distinguished Alumni Award from Purdue University in a ceremony this month. Johnson, whose career spans 35 years and includes personal accomplishments and professional recognition, credits her alma mater for "providing a breadth of knowledge that was a strong foundation for me as the world changed and as it continues to change, and as my career took new directions."

Among her collection of awards, most notable are the Outstanding Educator Award from Phi Delta Kappa in 1994 and the Excellence in Teaching Award from Virginia Tech in 1987. Johnson is also the recipient of the Borden Award for Research in Foods, presented for her studies of wheat flour.

Latest journal represents new direction

By Sally Harris

The latest issue of *The New River* on-line journal—its fifth—contains two works that may "represent a fork in the road of digital writing," according to Ed Falco, Virginia Tech writer and professor of English who established the journal.

This issue contains "Light Water: Mosaic" by Christy Sheffield Sanford. "Light Water: Mosaic" is a hypermedia work that is "a meditation on interactions of light and water," Sanford said.

The other work, "City of Angles and Anguish" by David Sten Herrstrom, is a hypertext poem. "A double vision of the city, this poem gives us the view from 'very far' and 'very near,' as Paul Klee once put it," Herrstrom said.

Together, according to Falco, the two works represent "the tension between hypertext and hypermedia."

Hypertext is text only, but text that allows the reader to determine the order in which the parts of the poem are read by clicking on various words or phrases. Herrstrom's poem, for example, appears first as a series of boxes within a larger box labeled "Upright City." The larger box resembles the face of a calculator. When readers click on the boxes, they are linked to segments of a poem that present a view of the city from various "distances."

Herrstrom's poem, Falco said, is "in most ways a more traditionally literary undertaking. Its magic is in its language exclusively. There are no pictures, no moving images."

Hypermedia literature is hypertext with the addition of other media. Sanford's poems, for example, contain moving rainbows, floating bubbles, drifting candles, and other colorful images. Falco said, "One reads 'Light Water...' as a merged experience of visual art and literature. It both happens to the viewer, the way moving images happen while we observe them—and is made to happen by the reader, in the manner of traditional writing, by interpreting and translating words, turning them into patterns of thought."

At a recent conference, writers, programmers, and writer-programmers gathered to discuss technology and literature. Some people preferred to have just the text that readers could

(See LATEST on 7)

Wieczynski will retire from history department

By Sally Harris

Joseph L. Wieczynski has amassed an impressive list of writings on Russian history that includes *The Modern Encyclopedia of Russian and Soviet History*, which he edited, and 10 books on Russian subjects.

Wieczynski, who will retire at the end of this semester, joined the history faculty of Virginia Tech in 1968. Before that, he received his doctorate at Georgetown University, did graduate work at the University of Louvain, Belgium, and spent three years in the Army Security Agency and two years as an intelligence specialist and section chief for the U.S. National Security Agency. He also spent a year on the staff of the U.S. Library of Congress and taught history at Edgewood

College in Madison, Wis., for two years.

Throughout his career at Tech, Wieczynski has taught Russian and Soviet history, the history of Europe, and numerous seminars and university honors courses on the Russian Empire and the USSR. His first book, *The Russian Frontier*, was published in 1976. The most recent of his 10 books was *The Gorbachev Biography*, published in 1997.

Wieczynski also has published 17 scholarly articles and more than 100 reviews and entries in reference works. His published work spans the Russian past from the fifteenth century to Gorbachev's day.

From 1976 until 1990, he was editor of *The Modern Encyclopedia of Russian and Soviet History*. More than 450 scholars in the United

States and several other countries contributed to the 54-volume work. For six years, Wieczynski was editor of the journal *Soviet Union*, later renamed *The Soviet and Post-Soviet Review*. He saw that publication through the years of the decline and disintegration of the Soviet state.

Wieczynski was visiting professor at the Taylolean Institute of Oxford University in 1976-77 and at the School of Slavonic Studies of the University of London in 1989. He also has been visiting professor at the Harvard Russian Research Center and the U.S. State Department.

He was president of the Southern Conference on Slavic Studies in 1989. At

(See WIECZYNSKI on 7)

Mann's book wins chapbook poetry competition

By Sally Harris

Bliss, a chapbook of poetry by Jeff Mann, instructor of English and Appalachian Studies, won the Stonewall Chapbook Competition, which included publication by the Stonewall imprint of Brickhouse Books Inc., Maryland's oldest small press.

Bliss is a collection of 18 poems that explores emotions inextricably woven into the powerful, sensory images of nature. While spring brings joyful discovery, summer's heat finds deeper feelings; falling leaves coincide with separation, betrayal, and rejection. Finally, winter's chill leaves the poet contemplating the temporary connections of passion.

Compounding the difficult journey are the risks inherent in a relationship between two men.

Jan-Mitchell Sherrill, author of *Blind Leading the Blind* and *Friend of the Groom*, both published by Brickhouse Books, said Mann's "fiercely lyrical poems ignite us and make us remember what it means to 'experience' a poem as we read it." Poems in the book include some previously published in journals such as *The Hampden-Sydney Poetry Review*, *BlackWater Review*, and *The Spoon River Poetry Review*.

Mann's manuscript was among two dozen finalists in the annual Stonewall Chapbook Competition, which seeks entries each year for

20-to-40-page manuscripts of poetry or fiction on gay/lesbian/bisexual themes, according to Clarinda Harriss, chair of the English Department at Towson University. Harriss is editor, director and corporate president of Brickhouse Books, which started the Stonewall competition and imprint because the Brickhouse editors "began noticing that a great many of its best submissions had such themes," Harriss said. Final judges for the competition were published authors David Bergman and K Edgington, professors of English at Towson University. Edgington called the work "a sophisticated collection of provocative verse."

(See BOOK on 7)

VIRGINIA TECH RECYCLING

Please note that as of April 1, Virginia Tech Recycling adopted the following changes to the campus paper-recycling program: Mixed paper is no longer accepted. Glossy magazines and catalogs (at least 50 pounds) will be picked up upon request. A drop site for magazines and catalogs has been provided at the Derring Hall loading dock area. Contact the VTR office, 1-9915 or lbechtel@vt.edu.

White paper and newspaper will continue to be picked up on schedule from designated locations. Special pickups of unusual quantities (i.e., office cleanups) can be arranged by contacting the VTR office.

White paper: photocopy paper, letterhead paper, notebook paper, computer paper, stationery, opscan forms. Envelopes (without windows) can also now be included. No colored sheets, post-it notes, ream wrappers, or transparencies.

Newspaper: Glossy inserts, comic pages, news pages.

Glossy magazines and catalogs: all pages must be glossy (clay coated).

Paper not sorted according to these guidelines creates unnecessary work for pickup crews, and may result in paper not being recycled at all.

These changes to the campus recycling program were precipitated early this year when

(See RECYCLING on 8)

CORRECTION

On page 8 of the April 8 Founders Day issue of *Spectrum*, an incorrect photo was inadvertently published for Eric Dells, the outstanding student this year in the College of Architecture and Urban Studies. The correct photo is printed here. We apologize for any confusion the error may have caused.



Dells



VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

Spectrum, a faculty-staff tabloid, is published each Thursday during the academic year, with the exception of certain holidays, exam weeks, and the summer. Copy deadline is 5 p.m. Thursday. No advertising is accepted.

Spectrum is a non-profit publication of the Office of University Relations: Lawrence G. Hinker, associate vice president for University Relations; David Nutter, associate director for Public Affairs.

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Letters to the editor and questions for "Ask *Spectrum*" should be addressed to the editor, 105 Media Building, Virginia Tech, Blacksburg, VA 24061.

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Regional conference demystifies graduate education

By Catherine Doss

A recent conference hosted at Virginia Tech for potential graduate students helped dispel some of the myths surrounding graduate education, according to Ron Giddings with the Center for Academic Enrichment and Excellence (CAEE).

Sponsored by the State Council of Higher Education in Virginia, the conference drew 36 sophomores, juniors, and seniors from Virginia Tech and Clinch Valley College.

"The goal of the conference was to acquaint minority students with the fundamental aspects and requirements of graduate education," Giddings said. "Overall, the conference was a

success. Students indicated that the information was helpful in answering some of the questions about graduate study."

The conference included information sessions on admissions, financial aid, and testing. A panel of current graduate students shared perspectives about graduate education. Guest speakers included Esther Houston Vasser, director of the Virginia Department of Minority Business Enterprise under former Governor Douglas Wilder; Quincy Moore, executive director of the Academic Success Center at Virginia Commonwealth University; and Ingrid Banks, assistant professor of black studies at

Virginia Tech.

"A lot of undergraduate students who have the potential for graduate study shy away from it because of what they perceive it entails," Giddings said. "After confirming they have the ability to succeed at the graduate level, and hearing and talking to others who are currently pursuing graduate work, they begin to realize that obtaining a graduate degree is indeed possible."

The theme of the conference was "If you want to make money, get a bachelors degree. If you want to make a difference, get a graduate degree."

FORUM

CVC Campaign Committee Expresses Gratitude

Provided by the CVC Steering Committee
Congratulations, Virginia Tech. Its time for a collective pat on the back.

You—the staff and faculty members of the university—have made the 1998-1999 Virginia Tech Combined Virginia Campaign (VTCVC) the most successful in two years. You have generously pledged and contributed \$191,341 to the 1998-1999 VTCVC, thus exceeding our revised goal of \$190,000 by \$1,341.

This may not, of course, be news to most of you, since the campaign to achieve \$190,000 was charted weekly on the beautiful and artfully designed signs posted at entrances to the campus—signs that were created and donated by the

talented folks in Physical Plant.

Each of you who pledged or contributed to the 1998-1999 VTCVC should feel proud in helping the university to surpass the revised \$190,000 goal.

More important, you should feel a special pride in knowing that your contribution will be providing help to one or more of your neighbors or friends in the New River Valley—neighbors or friends who need this help. That is what the VTCVC is all about: neighbors helping neighbors, friends helping friends.

Congratulations, Virginia Tech. We did it, and more.

Plans for the 1999-2000 VTCVC are al-

ready under way. Tony Distler (School of the Arts) is stepping down after two years of coordinating the VTCVC, and Steve Mouras (Transportation and Records Management) will be the coordinator for the next two years.

In addition to Mouras and Distler, others serving on the VTCVC Steering Committee are Karen Cronin (University Relations), Sam Camden (Residential and Dining Programs), Peggy Quesenberry (near environments), Linda Woodard (Personnel Services), Patricia Hutton (Agriculture and Life Sciences), Gloria Smith (CommonHealth/New Dimensions), and Kym Davidson-Hamley (United Way of Montgomery County, Radford, and Floyd).

FACULTY SENATE REPORT

1997-98 Faculty Senate Campus Climate Committee

March 16, 1999
Executive Summary

Introduction to the Climate Committee
Focus-Group Discussions
By Jack Cranford

During the 1997-98 academic year, a sub-committee of the Faculty Senate met with various groups of students. The goal of the climate committee was to initiate a dialogue between faculty members and students for the purpose of enhancing the learning and living environment at Virginia Tech.

Virginia Tech Honor System
By Patrick E. Devens

Virginia Tech student representatives at the Faculty Senate Climate Committee meetings concerning university issues did not respond favorably to Virginia Tech's Honor System. The students described a general lack of knowledge and interest in the honor system by the student body. At the present time, the student representatives perceived the student body as having a poor opinion of the system. The students did, however, believe the student body wants a viable system and provided several recommendations.

Student Respect for Faculty, and the Converse
By Alan Heath

Students generally hold our faculty in very high regard. The students often noted, however, that respect was also a two-way street in that professors who show respect for the students in

their class are more likely to receive it in kind. Faculty members who go out of their way to be cordial and helpful are especially appreciated. The students want to be treated as adults, but it is necessary that our expectations regarding behavior in class are clearly stated in order to achieve good results.

Classroom Environment
By Betty Heath-Camp

Representatives from the Climate Committee student groups prefer small classes. If large classes are offered then there should be more individual contact made with the instructors of the classes. Students believe that classrooms should include current technology that will assist instruction, but technology should enhance teaching not replace it. Several examples of problems with classrooms and characteristics that students like about classrooms are cited in the report. It is apparent from the student comments that attention should be paid to developing learning environments in this university that are conducive to teaching and learning. In addition, some students expressed a concern for safety in getting to and from classes.

Discrimination/Bias and Group-Specific Issues
By Bruce Obenhaus

Discrimination and bias on race and gender issues were not perceived as a major part of the campus climate in the discussions we had with students in the focus groups. The women's

group felt that there were no serious campus gender issues. Some African Americans felt more discrimination from fellow students than from faculty members. The Corps of Cadets and the athletes felt some bias due to their group affiliation. Group specific concerns derived from the special circumstances of each group were expressed.

Campus Safety
By Jack Cranford

The students expressed a concern about three general issues of campus safety. One issue was the lack of emergency phones in academic buildings after normal work hours. Although classes and labs meet well into the nighttime hours in most cases no phones are available for emergency situations. The math emporium should have a direct specific campus circulator bus and not rely on the various routes to get to and from this campus location. The emergency phones are too few, lack visibility and no training or maps are provided. Students in general feel safe on the campus.

Classroom Behavior/Classroom Environment: The Importance of a Specific Syllabus
By Jack Cranford

One of the general themes to come from the student meetings with was a lack of clarity and information in the course syllabus. The students indicated that this is the place both to "tell them how to behave" and to "emphasize the honor code and your standards and expectations."

ACTIVITIES

EVENTS

Thursday, 15

Bloodmobile, 10 a.m.-4 p.m., Squires Student Center.
Multicultural Program, 5 p.m., Squires Multicultural Center: Readings from the "Expressions of the Holocaust."
Staff Senate Meeting, 5:30 p.m., 1810 Litton Reaves.
Multicultural Program, 8 p.m., DBHCC auditorium: Charlene Schiff, holocaust survivor.
Student Recital, 8 p.m., Squires Recital Salon: Meredith Piplani.
TAUT Mainstage Production, 8 p.m., Squires Studio Theatre: *Dream of a Common Language*.

Friday, 16

Salary and Wage Paydate.
Multicultural Program, noon, Squires Multicultural Center: "Who Draws the Line? The Law and the Gay Community," by Elyzabeth Holford.
International Club Coffee Hour, 5 p.m., Cranwell Center: "Post-Modernity in Sri Lankan writing," by Robert Seigle.
Student Recital, 7 p.m., Squires Recital Salon: Veeresh Papat.
Music Ensemble Concert, 8 p.m., Squires Haymarket Theatre: New Virginians.
TAUT Mainstage Production, 8 p.m., Squires Studio Theatre: *Dream of a Common Language*.

Saturday, 17

Student Recital, 3 p.m., Squires Recital Salon: Diego Prieto.
Music Ensemble Concert, 8 p.m., Squires Old Dominion Ballroom: University Symphonic Wind Ensemble.
Music Event, 8 p.m., Squires Recital Salon: "Applause, Applause!"
TAUT Mainstage Production, 8 p.m., Squires Studio Theatre: *Dream of a Common Language*.

Sunday, 18

YMCA Hike, 1:30 p.m., meet in parking lot 403 Washington. St.: Alta Mons.
TAUT Mainstage Production, 2 p.m., Squires Studio Theatre: *Dream of a Common Language*.
Music Event, 3 p.m., Squires Recital Salon: *Applause, Applause!*

Music Ensemble Concert, 7 p.m., Blacksburg Baptist Church: University Concert Choir.

Monday, 19

Secretaries' Week Begins.
Family Support Program, noon-1 p.m., DBHCC Conference Room A: "Parenting and Stress."
CEUT Videoconference, 1-4 p.m., Squires Brush Mountain Room A: "Learning About Learning Communities: Taking Student Learning Seriously."
University Council Meeting, 3-5 p.m., 1045 Pamplin.
TAUT Mainstage Production, 8 p.m., Squires Studio Theatre: *Dream of a Common Language*.

Tuesday, 20

Leadership Development Program, 9 a.m.-4 p.m., DBHCC: "Effective Project Management."
Music Special Event, 7 p.m., Squires Black Cultural Center: *Hush Harbor*.

Wednesday, 21

Secretaries' Day
"With Good Reason", 7 p.m., WVTF: TBA.

Thursday, 22

STS Thursday Discussion, 2 p.m., 132 Lane: Topic: TBA by Jean Miller.

SEMINARS

Thursday, 15

Physics, 3:30 p.m., 2030 Pamplin: "Photoluminescence, Infrared, and Raman Studies of Carbon-Doped Gallium Arsenide Made by MBE: Plasmons, Phonons, Electrons and Holes," by Richard Zallen.
Statistics, 3:45 p.m., 409 Hutcheson: Title TBA, by Bert Gunter.

Electrical/Computer Engineering, 4 p.m., 654 Whittemore: "Toward a Robust Code for Rough Surface Scattering," by Rob Adams.

Entomology, 4 p.m., 220 Price: Graduate-student presentations, by Chris Barker and Jarrod Leland.

Friday, 16

Highlands in Chemistry, 11 a.m., 3 Davidson: "Water Next to Metallic Surfaces Computer Simulations," by Max Berkowitz, UNC.

MCBB, noon, 102 Fralin: "Biology of a Large Endocytic Receptor, LRP," by Guojun Bu, Washington.

Communication Studies, 3:30 p.m., Hillcrest honors conference room: "Understanding and Treating Public Speaking Anxiety," by Angela Scarpa and Todd Moore.

Economics, 3:30-5 p.m., 3001 Pamplin: "Monetary Policy and Unemployment: Is the Impact Different Across Groups?" by Seth Carpenter, William and Mary.

Electrical/Computer Engineering, 4 p.m., 457 Whittemore: "Adaptive Control of Chemical Processes," by J. Sozio.

Geographic Society, 4 p.m., 136 McBryde: "Agricultural Nonpoint Source Pollution: Modelling Applications," by Mary Leigh Wolfe.

STS, 4-5:30 p.m., 132 Lane: "John Searle's Critique of Cognitivism: An Appraisal," by Jeff Coulter, Boston U.

Monday, 19

Electrical/Computer Engineering, noon, 654 Whittemore: Topic and speaker TBA.

Economics, 3:30-5 p.m., 3001 Pamplin: "The Role of Deportation in the Incarceration of Immigrants," by Kristen Butcher, Boston College.

CS&S, 4 p.m., 232 Smyth: Graduate presentation, by Matthew Wilson.

Horticulture, 4 p.m., 409 Saunders: "Virginia Master Gardener Volunteer Management," by Sheri Dorn.

Wednesday, 21

CASS, 3 p.m., 303 Davidson, "Predicting the Reactivity of Adhesive Starting Materials," by Anthony H. Conner, Forest Service.

Electrical/Computer Engineering, 4 p.m., 654 Whittemore: "Molecular Self-Assembly Processes," by H.W. Gibson.

Thursday, 22

Statistics, 3:45 p.m., 409 Hutchison: "Robust and Nonparametric Methods for Topology Error Identification and Voltage Calibration In Power Systems Engineering," by Greg Steeno.

Entomology, 4 p.m., 220 Price: Graduate-student presentations, by Jessica Metzger and Sean Malone.

Geological Sciences, 4 p.m., 2044 Derring: "Physical Reasons for the Inherent Instability of the West Antarctic Ice Sheet," by Slawek Tulaczyk, Kentucky.

Publisher of Roanoke Times to speak

Walter Rugaber, president and publisher of the *Roanoke Times*, will give a talk, "Ethics in the Publishing Industry," on Wednesday April 28, at 4 p.m., in 113 McBryde. Rugaber is the featured speaker in the annual Ethics Symposium organized by the Department of Management's Business Leadership Center. The talk is free and open to the public. A reception will follow in the atrium of Pamplin.

Rugaber, a native of Macon, Ga., graduated from Northwestern University in 1960. He was a reporter for the *Atlanta Journal* and the *Detroit Free Press* before joining the *New York Times* in 1965. He worked in the paper's bureaus in Detroit, Atlanta, and Washington D.C. He covered the civil-rights movement in the South, urban unrest in the North, major prison scandals, automobile safety and other consumer issues, various national campaigns, and Watergate. In Washington, Rugaber was also assistant news editor and deputy news editor.

He became executive editor of the *Greensboro Daily News and Record* in 1978 and was named president and publisher of the *Roanoke Times* in 1982. He served as president of the Landmark Publishing Group from 1995 to 1998.

Rugaber is a member of the Pulitzer Prize Board, which makes the annual awards in journalism and letters. He is also a trustee of Hollins University.

Slimy and Scaly Critters come to museum

The Virginia Tech Museum of Natural History will host an hour of reptile and amphibian on Saturday, April 24, from 11 a.m. to noon. The free activity is for children in grades K-

BULLETINS

3. Parents are welcome to participate. Call the Virginia Tech Museum of Natural History at 1-3001 by Thursday, April 22, to pre-register.

Chinese gardens are practical, artistic

"The Chinese Garden" will be the topic of a presentation by Professor Joseph Cho Wang on Tuesday, April 27 at 7 p.m. in Old Guard room of the Donaldson Brown Hotel and Conference Center. A reception will follow the presentation. The public is invited to attend.

Wang, a professor of architecture in the College of Architecture and Urban Studies at Virginia Tech, is a native of Suzhou, China. He has travelled extensively in China recently and writes about its architecture, people, and places. Wang's lecture is a part of the Focus on Greater China series of presentations held throughout the spring semester which highlight the history, culture, philosophy, art, music, and current events affecting the Chinese people worldwide. The Greater China Focus series is sponsored by the Virginia Tech Office of International Programs and the Office of the Provost.

Wang is the author of the recent book *The Chinese Garden*, published by Oxford University Press. In it, Wang explains Chinese gardens as practical settings for enjoyment, as works of art, and as expressions of ideals that have evolved with Chinese culture.

For more information about the Focus on Greater China series, contact Patrick Carlton at 1-6452 or Della Baker at 1-9594.

World pallet conference on campus

Delegates from around the world will meet at Virginia Tech's Donaldson Brown Hotel and Conference Center May 17-20 to discuss the standardization of wood pallets for the international shipment of products.

Virginia Tech is a world leader in developing technologies that improve unit load materials handling efficiency for both domestic and international transportation of goods and products. Wooden pallets are the slats that carry products during shipping and are essential to keeping products secure and stable while being transported.

The meeting of delegates will focus on continuing efforts on the process of standardizing pallet designs that will improve the efficiency of product movements between the United States and its trading partners. During the meeting, delegates from the International Standards organization TC 51 committee working groups will tour the Virginia Tech Pallet and Container Research Laboratory and the Center for Unit Load Design.

NRV Symphony concert announced

On Saturday, April 24, Burruss auditorium will be filled with the sounds of music as the New River Valley Symphony completes its season.

Selections to be performed include: *Hungarian Sketches* by Béla Bartók, *Capriccio Espagnol* by Nikolay Rimsky-Korsakov, and *Symphonic Metamorphosis on themes on von Weber* by Paul Hindemith.

Tickets are available at the UUSA Box Office and at the performance. Ticket prices are \$5 for general admission and \$3 for students and senior citizens. Call 1-5615 for reservations.

For information about this and other School of the Arts

events, check out the SOTA web site at www.sota.vt.edu.

Campus climate survey forum set

An interactive forum on Virginia Tech's campus climate will be held Thursday, April 29 from 8:30 to 11:30 a.m. in Owens Banquet Hall. The event will focus on the report on campus climate based on last year's survey of faculty members. The program will utilize computerized audience response technologies to provide anonymous, instantaneous feedback, which will reveal audience opinion on various topics. Participants will respond to questions using individual keypads and will also have opportunities to discuss questions in small groups.

According to Ben Dixon, vice president for multicultural affairs, the program is designed to disseminate and discuss data from the faculty survey as well as extend and refine the analysis of the data.

"We want to generate ideas for organizing the survey results to facilitate the development and implementation of an action agenda related to the survey findings," Dixon said. "At the same time, we hope to increase and extend the public dialogue on the value of diversity and multi-cultural perspectives within the university community."

This event is open to faculty members and administrators. Once the reports from staff and student surveys are developed, forums will be conducted for those groups.

A continental breakfast will be provided at the forum. To register contact the Office of Multicultural Affairs by telephone at 1-1820 or by e-mail at multicultural@vt.edu.

Father of the Internet to speak at NoVa Center

The father of the Internet will speak at Virginia Tech's Northern Virginia Center.

Vinton Cerf, a senior vice president at MCI WorldCom, will discuss the future of Internet and electronic commerce next Tuesday, April 20, 6:30 p.m., in room 214 of the Northern Virginia Center.

Virginia Tech faculty and staff members and students are invited to attend the lecture, sponsored by the Pamplin College of Business MBA Program in Northern Virginia.

Cerf earned a B.S. in mathematics from Stanford

University and an M.S. and Ph.D. in computer science from UCLA.

Widely known as the "Father of the Internet," Cerf is the co-designer of the TCP/IP protocol, the computer language that led to the creation of the Internet. In December 1997, he and Robert E. Kahn received the National Medal of Technology from President Clinton for founding and developing the Internet.

At MCI WorldCom, Cerf heads a team of architects and engineers who design advanced Internet frameworks for delivering a combination of data, information, voice and video services for business and consumer use. Cerf is also a distinguished visiting scientist at the Jet Propulsion Laboratory, where he is working on the design of an interplanetary Internet.

In the early 1980s, he led the engineering of MCI Mail, the first commercial e-mail service to be connected to the Internet.

He is the founding president of the Internet Society and is currently its chairman of the board.

Service-Learning EXPO planned

The Service-Learning Center will host its fourth annual Service-Learning EXPO on Tuesday, April 20, in the Squires Old Dominion Ballroom. The EXPO features poster presentations of more than 20 service-learning projects from the 1998/99 academic year. Posters are on display from 11 a.m.-5 p.m. A reception for guests begins at 4 p.m. with music by the Polovetsi Quintet. At that time, the center will recognize outstanding service-learning students, faculty members, and community partners, as well as the National Service Scholarship winners. For more information, contact Michele James-Deramo at 1-6947 or deramo@vt.edu.

Virginia Tech Multimedia Showcase next week

Technology in the classroom will be the focus of this year's final meeting of the Virginia Tech Multimedia Users Group (VTMMUG) on April 23, at 2:30 p.m., 1670 Litton Reaves.

Presentations will be made by Ed Fox, professor of computer science: "Multimedia Hypertext and Information Access"; Arvid Myklebust, professor of mechanical engineering: "Teaching Engineering with Electronic Media--Is it Worthwhile?"; Holly Bender, associate professor of biomedical sciences and pathobiology, will present "Becoming an Expert: Using

Technology to Improve Clinical Diagnostic Thinking."

All are welcome to attend, and there is no fee. Visit the VTMMUG web site at <http://www.nmc.vt.edu/vtmmug/> for details about upcoming programs and events. There will be refreshments and door prizes.

Tech to host ASME Conference

The Department of Engineering Science and Mechanics will host the 1999 ASME Mechanics and Materials Conference at the Donaldson Brown Hotel and Conference Center and Squires Student Center on June 27-30.

Nearly 800 papers are scheduled for presentation. Approximately 450 engineers/researchers/scientists from several countries are expected to attend. Faculty member and graduate students are invited to interact with the participants and listen to the presentations without registering for the conference. However, those presenting a paper and/or co-chairing a session must register for the conference; the registration form can be downloaded from the web site www.esm.vt.edu/mmconf/.

Conflict management and resolution workshop set

Personnel Services will conduct a half-day workshop, Conflict Management and Resolution, on Tuesday, April 20, 8 a.m.-noon in conference room F at the Donaldson Brown Hotel and Conference Center.

This workshop is designed to help managers and supervisors increase their effectiveness by handling and resolving conflicts in a way that is more win-win for all individuals involved. To optimize performance, managers must be able to effectively resolve issues, settle differences, and implement solutions. The conflict-management skills covered in this workshop will help managers do this by increasing their understanding of conflict and better prepare them to manage conflict by: differentiating constructive and destructive conflict, discussing the common sources of conflict, identifying and assessing common styles of handling conflict, describing and discussing strategies for effectively managing conflicts and explaining the role of mediation in conflict resolution.

Registration is required and space is limited. To register, contact Becky Moore at 1-9331 or email moore@vt.edu.

GSA symposium showcases outstanding student research

By Susan Trulove

The Graduate Student Assembly's (GSA) 15th Annual Research Symposium in March was a success by any measure, according to Peter Sforza, graduate student in plant pathology, who chaired the event.

Nearly \$4,000 in prizes was awarded to 19 individual who displayed their research at the March 29 event.

"Our sponsors deserve special thanks and appreciation for making this event possible," Sforza said. In addition to funds from the Graduate School, sponsors donated \$4,500. Sponsors included the College of Veterinary Medicine, University Honors Program, Biological Sciences Initiative, Virginia Tech Corporate Research Center, Virginia Tech Intellectual Properties, Inc., Waste Policy Institute, Virginia Water Resources Research Center, Black Graduate Student Organization, College of Agriculture and Life Sciences, College of Human Resources and Education, College of Engineer-

ing, College of Architecture and Urban Studies, College of Forestry and Wildlife Resources, and the Department of Fisheries and Wildlife Sciences.

Prizes in five categories were \$300 for first place, \$200 for second place, and \$100 for third place. In the undergraduate student category, prizes went to fifth place, with fourth being \$75 and fifth being \$50. There was a special \$100 award for the best water-environment research poster, funded by the Virginia Water Resources Research Center.

The judges were John Lee, associate dean from veterinary medicine; Hap Bonham associate dean of business; Muzaffer Uysal, professor of hospitality and tourism management; Bob Talmadge, assistant professor of human nutrition, foods and exercise; Malcolm McPherson, associate dean in Engineering; Eugene Brown, associate provost in Research

and Graduate Studies; Joe Merola, associate dean from Arts and Sciences; and Robert Bush associate professor of wood science and forest products.

McPherson said the research posters were of good quality. "In general, I was impressed." He said that preparing a poster for the symposium is "excellent preparation for the students in an activity that is common now at national and international conferences where there is not enough presentation time for all of the research." He said a poster requires that information be presented in a tight format emphasizing the importance of the work, the methodology, and the results. "The GSA symposium is good training. It is quite impressive to see the tremendous range of research at Virginia Tech."

Merola said, "An event like the GSA symposium is an important one to a campus that wishes to foster interdisciplinary research. Quite often, people outside of the university know

more that we do about what our colleagues are doing on this campus because they give talks at national and international meetings. The GSA symposium gives graduate students and, increasingly, undergraduate students, the opportunity to showcase their work in their own backyard."

There were 89 participants in the symposium. "We see an opportunity for the annual research symposium to grow and become a more comprehensive event with a 'focus on research' at Virginia Tech," Sforza said. "The momentum from this year's symposium coupled with the collaborative efforts of supportive administrators like Dr. Gene Brown, Dr. Len Peters, and Dr. John Eaton or Research and Graduate Studies will help us in realizing this goal in the future."

To learn more about the GSA, visit <http://gsa.usa.vt.edu>.

TECH

Continued from 1

Tours were conducted at the Department of Animal Technology in the Virginia-Maryland Regional College of Veterinary Medicine; at the departments of entomology, crop and soil environmental sciences, and food science and technology in the College of Agriculture and Life Sciences; the Department of Human Health in the College of Human Resources and Education; the Department of Forestry in the

College of Forestry and Wildlife Resources; and at the Fralin Biotechnology Center.

Among Virginia Tech faculty members making presentations or participating in panel discussions during the main conference activities in Roanoke were Nikki Giovanni, the Gloria D. Smith professor of black studies and professor of English; S.K. DeDatta, director of the Office of International Research and Development; and Bob Meadows, 4-H youth development

specialist.

Also, Niki Parker, assistant professor of large-animal clinical sciences; Yvette Robinson, Extension specialist for environmental education and rural leadership; Karen Oishi, adjunct professor of plant pathology, physiology, and weed science; and Myra Gordon, associate dean for diversity and curriculum development for the College of Arts and Sciences.

MANRRS was established in 1985 through collaborative efforts from students and faculty members at Michigan State University and Pennsylvania State University. The organization consists of men and women of various ethnic backgrounds who support the objective of increasing the participation of under-represented people in agricultural and related science careers. The first national conference was held in 1986 with approximately 50 people in attendance.

EMPLOYMENT

CLASSIFIED POSITIONS

The following classified positions are currently available. More details of these positions, specific application procedures and position-closing dates may be found on the Personnel Services web site at <http://www.ps.vt.edu>. Available positions are also listed on the Job Line, a 24-hour recorded message service: Office/Clerical: 1-6196; Technical/Research: 1-6160; Information Technology: 1-2233. Some of the following positions include state benefits. Positions with numbers beginning with a "W" are hourly and do not include state benefits. Comments about this shortened listing should be made to perserv@vt.edu or by calling 1-5301 or 1-6258 for persons with hearing impairments. Individuals with disabilities desiring assistance or accommodation in the application process should call by the application deadline.

To better serve applicants, the closing date for advertised positions has been changed to 1 p.m. Monday unless otherwise stated. An EO/AA employer committed to diversity.

Full Time.

Administrative Staff Assistant, 1986G, Grade 8, Student Affairs.
Business Analyst (Accountant), Physical Plant, Grade 2339P.
Computer Systems Engineer, 7438J, Grade 14, Center For Power Electronics.
Computer Systems Engineer, 7440J, Grade 14, Center For Transportation Research.
Electrical Engineer, 7130P, Grade 12, Facilities Electrical Service.
Electrician, 0351P, Grade 7, Physical Plant.
Fiscal Assistant, 7437D, Grade 5, University Development.
Fiscal Technician, 2632M, Grade 6, College of Veterinary Medicine.
Food Operations Assistant B (3rd Baker), 2986H, Grade 2, Residential and Dining Programs/ Southgate Bakeshop.
Grounds Worker, 308P, Grade 2, Physical Plant/ Grounds.
Grounds Worker, 7249P, Grade 2, Recycling and Solid Waste.
Housekeeping Lead Worker/Special Projects Crew, 300H, Grade 2, Residential and Dining Programs.
Housekeeping Worker, 2108P, Grade 1, Physical

Plant/Housekeeping.

Housekeeping Worker, 7261G, Grade 1, Recreational Sports.

Housekeeping Worker, 1076H, Grade 1, Residential and Dining Programs.

Information Technologies Audit Manager, 1735T, Grade 16, Internal Audit.

Instructional Technology Systems Manager, 2122D, Grade 16, Educational Technologies.

Laboratory Mechanic A, 7419J, Grade 4, Materials Science and Engineering.

Laboratory Specialist, 7439M, Grade 8, Biochemistry.

Licensing and Trademark Director (Business Manager B), LC055D, Grade 12, Trademark and Licensing.

Mechanical Engineer, 1601P, Grade 12, Physical Plant.

Program Support Technician, 3086S, Grade 6, Agricultural and Applied Economics.

Programmer Analyst, 6990T, Grade 12, Budget and Financial Planning.

Programmer, 7405D, Grade 10, Administrative Information Systems.

Programmer, 7434D, Grade 10, Administrative Information Systems.

Programmer, 2256D, Grade 10, University Libraries.

Programmer/Analyst, 7433D, Grade 12, Administrative Information Systems—User Services.

Radiologic Technologist, 2394M, Grade 7, Veterinary Teaching Hospital.

Senior Programmer Analyst, 6896D, Grade 14, Information Technology Acquisitions.

Senior Programmer/Analyst, 7328D, Grade 14, Administrative Information Systems.

Television Systems Technician, 6920D, (Grade 8, Media Services—VBS.

Part Time.

Computer Operations Technician Sr, W022658, Grade 8, Center For Wireless Telecomm.

Electronic Technician Senior, W022588J, Grade 10, Engineering Science and Mechanics.

Fiscal Technician, W020810M, Grade 6, Veterinary Teaching Hospital.

Flight Instructor (Pilot), Airport, Grade W020661T.

Food Operations Assistant A, W022314H, Grade 1, Residential and Dining Programs.

Food Operations Assistant B, W022315H, Grade 2, Residential and Dining Programs.

Grounds Worker, W020798G, Grade 2, Golf Course.

Human Resources Assistant, W022652D, Grade 8, Personnel Services.

Office Services Specialist, W022560M, Grade 5, College of Veterinary Medicine.

Office Services Specialist, W022331G, Grade 5, Program Development.

Pharmacy Supervisor, W022501M, Grade 15, Veterinary Teaching Hospital.

Program Support Technician, W022648G, Grade 6, Donaldson Brown Hotel and Conference Center.

Program Support Technician, 7413J, Grade 6, Research and Graduate Studies.

Programmer, W022504D, Grade 10, Communications Network Services.

Research Specialist, 4540M, Grade 8, Horticulture.

Trades Helper/Carpenter's Assistant, W020219H, Grade 4, Residential and Dining Programs/Facilities.

University Only.

Food Operations Manager A (Assistant Manager), 1209H, Grade 8, Residential and Dining Programs/Dietrick Dining Center.

Program Support Technician, 7443G, Grade 6, Distance and Distributed Learning.

Programmer/Analyst, W022654J, Grade 12, Landscape Architecture.

Off Campus.

Agricultural Technician B, 3162M, Grade 5, College of Agriculture and Life Sciences/Northern Piedmont Agricultural Research and Extension Center.

Distance-Learning Specialist, 7410D, Grade 12, Office of Distance Education.

Facilities Manager (Student Services Coord), 2097J, Grade 10, Northern Virginia Center.

Research Specialist, 7441M, Grade 8, Fisheries and Wildlife Sciences.

ITY POSITIONS

FACULTY POSITIONS

NON-INSTRUCTIONAL

Alumni Relations. Assistant Director. This individual will coordinate alumni chapter activities, constituency reunions, and assist with alumni programs in the College of Arts and Sciences. Candidates should possess strong written, oral, organizational, and interpersonal skills. Must be willing to travel regionally as needed, be comfortable making group presentations, and have demonstrated ability to train and motivate volunteers. Bachelor's degree required and some experience in educational programming or student activities preferred. Knowledge of Virginia Tech would be extremely helpful. Interested candidates should send a cover letter, resume, and names of three references to Thomas C. Tillar, Vice President for Alumni Relations, Alumni Hall (0102), Virginia Tech, Blacksburg VA 24061. Review begins May 15, and continues until the position is filled. July is the target month for filling the position.

Center for Power Electronics Systems. Senior Packaging Engineer. The incumbent in this position will be responsible for process development, tools/equipment maintenance, and be the sustaining engineer in semiconductor, IC, ceramic, and printed-circuit-board packaging operations. Responsibilities will also include short-term technology development schedules and long-term strategic plans to guide and determine the future applications of hybrid and advanced power-electronics packaging technology at CPES. The candidate must possess strong wire-bonding, die-attach, and SMT background. Moreover, technical skills must encompass several of the following areas: electro-chemical metallization thin-film deposition, thick-film processing, laser machining, and photo-lithography. Strong hands-on experience with epoxy/solder dispensing, pick and place, flipchip, underfill, epoxy curing is preferred.

Computer proficiency along with strong communication and planning skills are required. Candidate should hold a BS degree in engineering with five-plus years of experience in micro-electronics assembly. Forward resumes to Ann Craig, Center for Power Electronics Systems, 657 Whittemore Hall (0111), Virginia Tech, Blacksburg VA 24061. Phone: 1-8115; fax: 1-6390; e-mail: annc@vt.edu.

Mobile and Portable Radio Research Group (MPRG). Technical Editor. Full-time technical editing position requiring the ability of working with, editing, and combining technical presentations, papers, reports, theses, and dissertations, and managing reports and information distribution related to sponsored projects and public relations. The candidate must be able to conduct in-depth literature searches and patent searches and be able to track references. This position requires the ability to develop software solutions for publishing and graphic design for the purpose of promoting MPRG publications and presentations to the technical public. The position requires excellent oral communications skills for writing assistance duties and frequent interaction via telephone with MPRG sponsors, publishers, and other faculty. Position supervisor is Jeffrey H. Reed, associate director of the MPRG and member of the Center for Wireless Telecommunications. Qualifications: Education beyond the BS degree or equivalent experience is required. Training as a researcher at the graduate level and experience in writing assistance or instruction is preferred. Extensive knowledge of grammatical concepts is required. Excellent software skills and technical editing, proposal writing, and graphics experience is required. Qualified applicants should submit a resume with cover letter and the names and phone numbers of three references to Lori Hughes, MPRG, 432 New Engineering Bldg. (0350), Virginia Tech, Blacksburg VA

24061. The position will remain open until filled.

Athletics. Administrative Assistant, Men's Basketball. Reports directly to the head coach and is charged with enhancing the academic and personal growth of student-athletes by monitoring class attendance, study hall, and study sessions. Serves as academic liaison with coordinator of academic advising to monitor study-program organization and report student-athlete attendance to head coach. Personal improvement liaison with assistant director of athletics for student services. Responsible for bi-monthly mailing to faculty members teaching student-athletes. Assembles and coordinates academic information on prospective student-athletes, liaison with assistant director of athletics (recruiting) on student admissions. Processes scholarships and letters of intent papers. Coordinates student visits (official and unofficial). Responsible for video programs, both exchange and Virginia Tech team, annual maroon-white and Midnight Madness, and fall coaches clinic. Assists with spring AAU Tournament and fall tip-off banquet. Liaison with facilities manager. Organizes and maintains basketball letter winner's file. Other special projects as assigned by head coach. Bachelor's degree required, master's degree preferred. Knowledge of NCAA rules and regulations. Prior experience in athletics administration and/or basketball coaching. Salary: \$18,000. Deadline for submitting credentials is April 30. Selected candidates will begin work immediately. Applicants should forward a resume with names and phone numbers of three references to Pamela Linkous, Coordinator of Human Resources, Virginia Tech Athletics, 359 Jamerson Athletic Center (0502), Virginia Tech, Blacksburg VA 24061.

Athletics. Third Assistant, Men's Basketball. Assists the head coach and his assistants in the devel-

(See EMPLOYMENT on 7)

Architecture professor wins top national recognition

By Sandy Broughton

A Virginia Tech professor of architecture is among the 97 elite architects named nationally as a prestigious fellow by the American Institute of Architects.

Albert J. Davis, the Reynolds Metals professor in the College of Architecture and Urban Studies at Virginia Tech, was honored by the AIA as a member who has made contributions of national significance to the profession.

Davis earned his bachelor's degree in architecture in 1974 and master of architecture degree in environmental systems in 1975 from Virginia Tech. He was a faculty member at the University of Florida and the Boston Architectural Center, and in private practice with national and international firms in Cambridge, Mass., and Basel, Switzerland. He joined the Virginia Tech College of Architecture and Urban Studies faculty in 1984. Currently chair of the professional program in the

Department of Architecture, Davis also coordinates continuing education for the department.

Davis is noted for operating at the most advanced levels of contemporary technological development in the education, research, and practice of architecture. He has made significant contributions to shaping the study of building sciences and architectural design by fostering or initiating instructional and curricular innovations. He is well respected in the national and international discussion of technology issues in architecture. He is co-leader with Professor Robert Dunay of *International Architecture and Design*, a continuing-education course for practicing architects, held at Virginia Tech's Center for European Studies in Architecture in Riva San Vitale, Switzerland. Davis has served as principal and co-principal investigator for projects totaling more than \$2.5 million, including sponsored research by Philip Morris and the National Concrete Masonry Association.

Davis' professional intent is to blend design, research and construction into one seamless act, reinforcing the simultaneity of science and art in architecture. He has brought to the profession an outstanding record of public-service involvement.

A practicing architect, Davis has been the principal designer for many projects including transportation facilities, corporate offices, research facilities, and private residences, and has won several design awards for his work. His architectural design work includes projects in the United States, Switzerland, Germany, Austria, France, and Saudi Arabia. He played a major role in the design and construction of the innovative and award-winning Research and Demonstration Facility at Virginia Tech.

He is widely respected as an expert in masonry construction and, in particular, as a spokesman for the integration of construction knowledge with design education through active practice, teaching, and research.

Grad students satisfied with WWW posting

By Susan Trulove

A survey of graduates who had allowed their electronic theses and dissertations (ETD) to be posted on the World-Wide Web indicates general satisfaction with the results, according to John Eaton, associate provost of graduate studies.

Eaton said of 157 surveys sent in November, 50 were returned by January 7. While most respondents (28), reported no contact, 17 reported being contacted up to five times, two had been contacted up to 10 times, and one had been contacted up to 20 times.

"I was most interested to see that of the graduates who have published derivative works, such as journal articles, from their ETD's (20), none reported resistance from any publishers because their work was on line," Eaton said.

Here's how the 20 who reported that they had been contacted responded to other questions: 15 were satisfied or somewhat satisfied that the contact advanced their research interest, while two were unsatisfied; five were somewhat satisfied that the ETD helped them locate a job, and five were unsatisfied; 15 were satisfied or somewhat satisfied that the ETD helped them expand their network of research colleagues, while three were unsatisfied or somewhat unsatisfied; 18 said comments about their ETD's were positive or somewhat positive.

Thirty-two of the survey respondents said they were satisfied that their work is more widely known and appreciated because they made their ETD accessible, while 14 are somewhat satisfied, one is unsatisfied, and one is somewhat unsatisfied.

Among the additional comments offered by the respondents, the two most common are that being able to provide copies of the ETD by forwarding a URL is "incredibly convenient," and that it's wonderful to be able to share one's

(See GRAD STUDENTS on 8)

World Trade Institute graduates first class

By Catherine Doss

Virginia Tech's World Trade Institute has graduated its first class of economic developers, who represented 24 counties in the Appalachian region. The institute trained participants to be international-trade specialists.

"These graduates will now apply what they learned to help boost international trade within their respective localities," said Chad Miller, international-trade specialist with Public Service Programs, a unit of the university's Outreach Division.

The five-month training included intensive web-based instruction with two on-site classroom sessions and fieldwork with actual

exporters. The course included readings, quizzes, and a final market-research report in which participants had an opportunity to gain hands-on experience in assisting a company in its exporting efforts.

The institute's first classroom session, held last fall, covered the basics of exporting, along with instruction on how to match companies with potential overseas markets. Participants were also introduced to the national Trade Database (NTDB), which is the premiere source for international market-research information.

The final two-day classroom phase was held at Virginia Tech in March. Presenters included Anna Mackley Cobb, project finance

manager for the Virginia Department of Business Assistance, who discussed financial assistance for exporters; Luther Dickens from RADVA Corporation, who presented a case study from his company on an initiative to build houses in Russia; and Mary Carney, graduate assistant in Public Service Programs, who demonstrated the use of NTDB and the ACT client-management database.

Upon completion of the program, participants were awarded certification as export-development specialists and are now qualified to identify companies with export potential,

(See WORLD on 8)

LATEST

Continued from 2

roam through, determining the order in which they read the lines. Others said text was just one element and that full hypermedia was essential to future digital literature.

"The issues raised by the tension between hypertext and hypermedia are likely to produce a good deal of head scratching for some time to come," Falco said. His own personal prediction concerning the future of digital literature is that

"hypermedia will evolve into a collaborative art, in the way of film and television, to be viewed on the computer-television screen." The many skills needed to create multi-media productions, he said, "will require multiple creators, each of whom has worked hard to master her particular craft." On the other hand, hypertext "will remain the domain of the writer, working alone, with language, shaping stories and poems to be read on hand-held, pocket-

book-sized, digital readers."

Traditional books will remain "of central cultural importance, as the principal medium of thought and meditation," Falco said. He added, however, that "the book's form will simply become—in many instances, certainly not all—digital; and all digital writing will commonly come to include hypertext."

The *New River* can be found at <http://ebbs.english.vt.edu/olp/newriver/>.

EMPLOYMENT

Continued from 6

opment, planning, implementation, and administration of the men's basketball program within the guidelines of the university, the Athletics Department, the Atlantic 10 Conference, and the NCAA. Will establish closer relationships with student-athletes to maintain rapid and effective lines of communication; assists in planning, organizing, and implementing a recruiting and scouting program to affect a coordinated national recruiting strategy ensuring that prospective student-athletes are academically eligible and athletically competitive; assists in analyzing and instructing student-athletes in practice and athletic competition; assists in general administrative operations activities with management to ensure that proper procedures are followed and schedules are met; participates and shares responsibility in communications, fund raising, and external relations. Bachelor's degree required, master's degree preferred, along with general knowledge of NCAA rules and regulations; working knowledge of individual basketball skills and team systems; ability to

communicate with and instruct student-athletes; strong desire and ability to promote basketball to the general public; excellent work ethic and written/oral skills required to recruit high-level student-athletes and interact with parents and coaches. Recruiting and coaching experience at the Division I level preferred; previous playing experience at the collegiate level preferred. Salary is commensurate with experience. Deadline for submission of credentials is April 30, 1999. Selected candidate will begin work immediately. Applicants should forward a resume with names and phone numbers of three references to Pamela Linkous, Coordinator of Human Resources, Virginia Tech Athletics, 359 Jamerson Athletic Center (0502), Virginia Tech, Blacksburg VA 24061.

Athletics. Second Assistant, Men's Basketball. Works with head coach to staff a highly successful NCAA Division I, Atlantic 10 Conference basketball program. Duties include on-court coaching, workout organization, talent assessment, and recruitment of qualified student-athletes, monitoring of academic progress of team members, knowledge of and commitment to compliance with

Atlantic 10 and NCAA rules; fund raising and promotion of the basketball program within the community. Bachelor's degree required, master's degree preferred, along with general knowledge of NCAA rules and regulations; working knowledge of individual basketball skills and team systems; ability to communicate with and instruct student-athletes; strong desire and ability to promote basketball to the general public; excellent work ethic and written/oral skills required to recruit high-level student-athletes and interact with parents and coaches. Recruiting and coaching experience at the Division I level preferred; previous playing experience at the collegiate level preferred. Salary is commensurate with experience. Deadline for submitting credentials is April 30. Selected candidate will begin work immediately. Applicants should forward a resume with names and phone numbers of three references to Pamela Linkous, Coordinator of Human Resources, Virginia Tech Athletics, 359 Jamerson Athletic Center (0502), Virginia Tech, Blacksburg VA 24061.

BOOK

Continued from 2

"What we all admired about Jeff's manuscript was its remarkable combination of passion (in both love and sorrow), wit, and beautiful yet unobtrusive craftsmanship," Harris said.

Mann grew up in Southwest Virginia and southern West Virginia, receiving degrees in English and forestry from West Virginia University. He has published in numerous literary journals, including *The Laurel Review*, *Antietam Review*, *Christopher Street*, *Poet Lore*, and *Prairie Schooner*. He teaches Appalachian Studies, Southern literature, and creative writing.

WIECZYNSKI

Continued from 2

various times, he was vice president of the American Catholic Historical Association and a member of the board of governors of the American Renaissance Society and the awards committees of the National Endowment for the Humanities, the American Philosophical Society, and the Canada Council.

"An award-winning teacher and an internationally respected scholar, he steps down with the esteem and admiration of a generation of students and colleagues," said Department Head Albert E. Moyer.

HABITAT

Continued from 1



Two members of the Virginia Tech chapter of Habitat for Humanity work on a house built last year. The group intends to begin its own building projects soon. A barbecue and concert fund-raiser is scheduled for Saturday on the lawn of Henderson Hall. (Courtesy Habitat)

Faculty advisor Bill Galloway said students from the CAUS designed the Habitat home. Ground should be broken this spring, and most of the work will take place in the fall semester, Galloway said. The chapter needs about \$35,000 for the project, so fund-raising will begin soon.

This project coincides with the Tech chapter's tenth anniversary celebration. Tentatively scheduled for April 17, the anniversary event will be a barbecue and concert on the lawn of Henderson Hall. Galloway said the event will be open to everyone, but special invitations will be sent to alumni of the chapter

who have helped on projects over the last 10 years.

Over the lifetime of the chapter, students have been involved in dozens of home-building projects, mostly assisting the New River Valley chapter of Habitat for Humanity, a group not directly affiliated with the university, but whose membership includes about 20 Tech faculty members. The New River chapter has built homes in Pulaski, Radford, Christiansburg and Pearisburg.

"We'll still work with the New River chapter on their projects," Galloway said. "We just felt like it was time to do one on our own."

The Virginia Tech chapter has about 200 student members, Galloway said, although not every member works on every project. More help is always welcome, he said.

The chapter has a web site on the CAUS server at www.lfh.arch.vt.edu. Inquiries about volunteering or contributing to habitat can be sent via e-mail to habitat@vt.edu.

NAKAMOTO

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taught courses on strategic marketing, marketing research, advertising management, and research methods.

Among the awards he has received for his research is the 1996 *Journal of Consumer Research* Best Article Award. He received the 1994 William F. O'Dell Award for his article in the 1989 *Journal of Marketing Research* that was cited for its "significant long-run contribution to the marketing discipline." At the University of Colorado, Nakamoto received the business school's Graduate Professor of the Year Award.

He is a member of the editorial review board of the *Journal of Consumer Psychology*.

Nakamoto will succeed David Brinberg, who has served as head since July 1993 and will return to full-time teaching and research.

REPORT

Continued from 1

a .2-percent decline from 1996. Hispanic enrollment grew from 1.2 to 1.8 percent from 1993 to 1997, American Indian enrollment increased from .2 to .3 percent, Asian enrollment increased from 3.2 to 3.7 percent, and international enrollment grew from 17.7 to 18 percent. The percentage of white graduate students declined from 73.1 to 71.2 percent during the period.

In comparisons with Virginia Tech's benchmark institutions, Hyer said, the university consistently fell below the mean for all benchmark institutions for enrollment of under-represented minorities.

Percentages of minority members and women on the faculty are not any better. In comparisons with SCHEV benchmark institutions for 1995, Hyer reported, only one university—Colorado State—had worse figures for minority representation and only two—North Carolina State and Texas A&M—ranked lower in their percentages of faculty women. Tech's 8.5-percent minority faculty figure was below the mean percentage of 11.6 percent of the benchmark institutions, and Tech's 16.2-percent women faculty figure fell short of the 21.6 mean percentage of the other institutions.

In looking at tenured and tenure-track faculty members by race/ethnicity from 1993 to 1997, the percentage of black faculty members remained steady at 2.4 percent, while American Indian faculty figures moved from zero to .2 percent. Asian faculty numbers grew from 4.7 to 5.8 percent, and Hispanic faculty figures increased from .9 to 1 percent. Today, only 31 African Americans hold professorships in a faculty of 1,353.

The percentage of collegiate faculty members who are women increased from 15.7 percent in 1993 to 18.4 percent in 1997. Within the 1997 figure, only 7.4 percent were professors and 20.5 percent, associate professors. In total numbers, 249 women held tenured and tenure-track positions in 1997.

Both blacks and women fared better at the

university in the administrative and professional faculty, with blacks representing 10.3 percent and women 47.6 percent of the total number. However, the numbers of these two groups among the university's top administrators is much lower.

Following Hyer's presentation, Benjamin Dixon, vice president for multicultural affairs, asked seminar participants to engage in brainstorming about what the university should do to dramatically increase the numbers of minorities and women in the student and faculty ranks. "What current recruitment activities should be scaled up? What new initiatives should be considered?" Dixon asked.

Among the suggestions were to make the hiring of minorities and women a visible priority and to increase awareness on campus of the benefits of diversity. "We must sensitize administrators and faculty members to the advantages of hiring minorities—how this is better for us," one person said.

Participants also suggested orientation for each department and guidelines for each search committee on how to proceed in ways that are likely to secure more diverse candidate pools as well as more diverse selection outcomes. One idea was to establish an oversight group that would require departments to explain the exclusion of minority member and women from final applicant pools and that could invalidate the search.

Among the suggestions for recruiting minority undergraduate students were to increase personal contact, to add people of diverse backgrounds to the admissions staff, and to institute an overnight program to acquaint potential minority students with the campus.

Dixon said that he will use these suggestions and the many others he received in developing a strategic plan for the university to become more diverse.

Individuals wanting to see the suggestions should contact Alicia Cohen at acohen@vt.edu or 1-1820. Copies of the report *Women and Minorities at Virginia Tech*, which was written by Hyer and graduate assistants Emet L. LaBoone and Eugenia L. Mottley, are available by calling 1-6122. The report is also available at www.diversity.vt.edu under special reports.

RECYCLING

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the Montgomery Regional Solid Waste Authority concluded that the cost of sorting mixed paper at the Mid-County Recycling Center was not cost effective; specifically, that these costs were considerably greater than the market value of the sorted paper. On this basis, the authority decided not to accept mixed paper for processing. Since Virginia Tech, as well as Blacksburg, Christiansburg, and Montgomery County, are obligated to send all their mixed paper to the authority for processing, there was no alternative except to cease collecting this category of paper on campus.

However, the authority did agree to continue accepting a category of paper known as sorted office paper, a category between mixed paper and white paper and glossy magazines and catalogs.

After discussions among administrators, and with pickup crews, it was decided that the simplest and least confusing changes would be the best—not only educational changes for the campus community, but changes to the VTR infrastructure.

VTR has typically provided and serviced within-building collection sites made up of three bins: one for white, one for mixed, and one for news. More than three bins—more than three separations of the paper stream—is unreasonably slow, awkward, and expensive for the staff and resources available. Less than three can be

a considerable advantage. Furthermore, educating the Virginia Tech population on recycling guidelines is a persistent difficulty, and having spent more than five years acclimating faculty and staff members and students on the current paper-recycling guidelines, VTR was anxious that these required changes not be unduly disruptive.

Finally, looking to the future, if the Recycling Center were again to accept mixed paper, VTR could reinstate this category with little difficulty, while changing the category to sorted office waste now could mean another set of changes back to mixed paper later.

However, because many faculty and staff

members and students live in Blacksburg, and because the town opted to go to a sorted office-waste collection, while Virginia Tech did not, there is understandable confusion.

There has been a "silver lining"—VTR has been able to combine two paper routes, expand the corrugated cardboard collection route, and at least begin discussions about a more efficient collection vehicle which could neatly service numerous well-designed drop sites near the residence halls for white paper, newspaper, and commingled cans and bottles.

Those with questions, comments, or suggestions, may contact VTR Coordinator Larry Bechtel at 1-9915 or lbechtel@vt.edu.

GRAD STUDENTS

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knowledge and research. One graduate said, "I will be only too glad if my research can be of any use for further studies and research."

There was one expression of concern about the ease of plagiarism and copyright violation.

Several students said the ETD's need to be easier to locate on the Virginia Tech web site. Several students also praised Virginia Tech's leadership, and said ETD's were a valuable tool that they used.

One student expressed concern that changes to the PDF standard and technology will mean the current ETD's will not be accessible.

WORLD

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target companies' export needs, find answers to those needs, and ultimately increase exports throughout the Appalachian region.

The World Trade Institute was established in 1998 in collaboration with the Virginia Economic Development Partnership. A \$250,000 grant from the Appalachian Regional Commission and the Virginia Department of Housing and Community Development are supporting the institute's activities during its first two years of operation. Plans call for a second training course to be offered this fall.

